

Date: Sunday, November 11<sup>th</sup>, 2018

Present: Murray Gibbings (meeting chair), Ken Anstie (Presbytery Representative), Lynne Dunford, Linda Thorlakson, Michael Edwards, Peggy Barker, Ian Fillingham, Debbie Girard, Doug Holroyd (MPC representative and presenter)

Place: Upper Hall, Crescent Fort Rouge United Church

A special meeting of the Leadership Team was called to review and discuss the Ministry Profile Report as prepared by the Ministry Profile Committee and presented by Doug Holroyd.

The following motion was considered and approved unanimously:

**It is moved by Linda Thorlakson and seconded by Peggy Barker that the Leadership Team of Crescent Fort Rouge United Church Pastoral Charge approves the report of the Ministry Profile Committee and its recommendation that the Settlement Commission of Manitoba and Northwestern Ontario through its Ministry Profile Review Committee declare a vacancy for the position of ordained/diaconal minister based on 40 hours per week beginning May 1, 2019 in accordance with the following terms:**

- |   |                    |
|---|--------------------|
| <b>1. Minimum salary up to and including Category F and COL 3</b>   | <b>\$61,083.00</b> |
| <b>2. Additional salary above minimum salary (expressed as % or NIL)</b>  | <b>7.26%</b>       |
| <b>3. Additional salary above minimum (expressed as \$ or NIL)</b>  |                    |
| <b>\$4,434.62</b>   |                    |
| <b>4. Basic telephone</b>   | <b>\$420.00</b>    |
| <b>5. Continuing Education</b>  | <b>\$1415.00</b>   |
| <b>6. A minimum of three weeks of study leave within each pastoral year, including Sundays</b>                                      |                    |
| <b>7. A minimum of three consecutive months of sabbatical leave after five consecutive years of service to the pastoral charge.</b> |                    |
| <b>8. A minimum of one month vacation (including five Sundays) within each pastoral year</b>  |                    |
| <b>9. Moving expenses based on reasonable estimates to an amount of \$7500</b>  |                    |
| <b>10. Adequate administrative assistance defined as 35 hours</b>   |                    |
| <b>11. Travel expense reimbursement (based on the current <i>Minimum Salaries for Ministry Personnel</i>)</b>                       |                    |
| <b>12. Pension and benefits as assessed</b>   |                    |

**13. The pastoral charge commits to remuneration of the ministry personnel through the  
pastoral charge payroll service (ADP# \_\_\_\_\_)**

---

Chair Person

---

Recording Secretary